

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

KDE Employment Report

Applicable Statute or Regulation:

KRS 18A, KRS 156.017, House Bill 502 (Budget Bill-2000 General Assembly); executive order 96-612, House Bill 727 (1998 General Assembly)

History/Background:

Existing Policy. The Kentucky Board of Education authorized a minimum 10% minority employment goal for the Department of Education in 1994. This percentage approaches the state minority student population. In addition, effective July 1, 2004, Governor Ernie Fletcher raised the targeted hiring goal for minority employment from 7.51 % to 10 % based on the 2000 census data for Kentucky.

The Department of Education's minority employment goal meets the above cited Kentucky State Government goal and is designed to: 1) provide equal opportunities for recruitment and selection at all levels of the department; 2) mirror the student population of Kentucky's schools; and 3) provide for a multi-talented and diverse workforce that can provide quality leadership and professional services to local school district administrators, teachers, parents, students and citizens.

- The Kentucky Department of Education, as of the close of business, February 28, 2006, employed 653 full-time employees. (576 non-minority employees/88.2% and 77-minority employees/11.8%)
- The department's Frankfort-based full-time work force of 394 employees includes 350 non-minority employees/88.8% and 44-minority employees/11.2%.

During the two-month period from January 31, 2006, to February 28, 2006, there were:

- 4 appointments, 1 of whom was a minority appointment
- 4 transfers-in – promotions 1 (internal promotion)
 - 2 appointments to professional positions (1 minority) - 1 professional transfer-in promotion – 1 professional internal promotion
 - 2 appointments to support positions - 3 support transfers-in promotions
- 2 separations from employment, 1 of whom was a minority employee

- 1 separation from a leadership position
- 1 separation from a professional position

To meet the request of the Board from the February meeting for more specific data on minority employment, attached is an additional chart that provides a comparative summary between 2005 and 2006 by KDE office.

The Kentucky Department of Education hiring is currently subject to a hiring freeze issued by Governor Fletcher's executive order 2003-023. This order implements a hiring freeze covering all vacant positions throughout state government and limits the establishment of new positions to those certified as necessary by the agency head and approved as such by the Governor and Secretary of the Personnel Cabinet.

The following notations are designed to provide clarification:

- Full-Time Employee, for the purpose of this report, is defined as all KRS 18A and all KRS 161 employees.
- For the purpose of this report, **Leadership** is all non-graded, non-merit KBE/KDE employees; **Professional** reflects all positions, grade 15 and above, and **Support** includes all positions grade 14 and below.
- As KDE employees are many times the successful candidates for positions, a single move may create a separation and an appointment. For the purpose of this report, a separation includes: resignations, retirements, transfers out of KDE and deaths.

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